



FORMAL COMMUNICATION

TO: Regional Operators
IPIC
Regional Coordinators

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Technical Assistance Bulletin TAB 2006-003

Discontinuation of the Certificates of Technical Achievement Program

Following upon guidance given on April 19, 2006, the Indiana Department of Workforce Development through its Career & Technical Education section has conducted an extensive research and evaluation on the Certificates of Technical Achievement program within Indiana. The analysis of the Certificates of Technical Achievement program showed recurring problems in four basic areas:

- Incorrect Use
The original intent of the Certificate of Technical Achievement program was to certify an individual's knowledge, skills, and abilities and allow them to use the certification to obtain a job. However, currently, the motivation appears to be other reasons like its signature by the governor, or for its ability as a tool to get training funding.
- No Value in the Marketplace
Many employers in the state are not aware of Certificates of Technical Achievement, and do not use them in the hiring process, or require Certificates as a requisite for employment. Additionally, it appears few workers use their Certificate of Technical Achievement within hiring procedures.

- No Standardization, Thus Low Quality
The Certificate of Technical Achievement program has no minimum requirement or standard for issuance. Thus, certificates are issued based on many different levels of proficiency and the level of quality is uncertain.
- Limited Usage
The Certificate of Technical Achievement program has not gained the necessary level of acceptance by employers or workers during its eleven year life. Only 1 percent of the workforce uses Certificates. Significant state funding would need to be used to market Certificates to an acceptable usage percentage of 25. There are similar programs such as industry recognized certification programs with marketing support already in existence.

The Department of Workforce Development has decided to discontinue the Certificate of Technical Achievement program immediately. However, the Department of Workforce Development will honor any obligations in place for the Certificate of Technical Achievement program in place as of December 31, 2006. This means any training programs which were in progress as of December 31, 2006 will be allowed to receive a certificate. Additionally, any employer training programs with grant funding which have been approved with Certificates as an outcome will be allowed to continue for their agreed to duration. No agreements entered into after December 31, 2006 will be honored.

WIA-TAB No.	Subject Matter
2006-01	Clarification on DWD Communication 2005-26
2006-01 Change 1	Clarification on DWD Communication 2005-26
2006-02	Trade Adjustment Assistance – Qualifying Separation Date for Workers’ Compensation
2006-03	Discontinuation of the Certificates of Technical Assistance Program